

Central Texas Housing

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Mike Nellis, Executive Director / CEO** (\$24,570) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Mike Nellis — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L12).

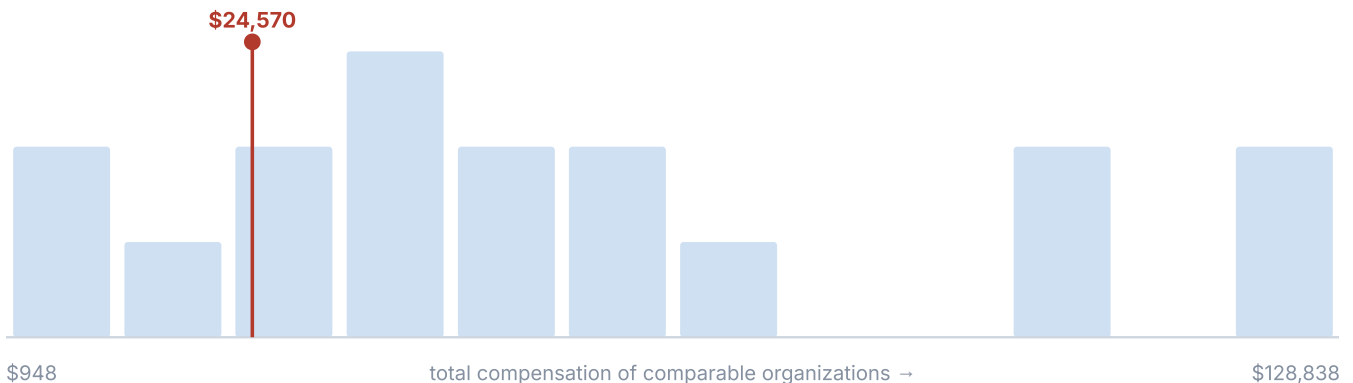
BUDGET Total revenue between \$297,056 and \$665,052 — 0.67x to 1.50x the subject's \$443,368 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L12), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,722	\$32,412	\$52,018	\$68,087	\$112,591	\$24,570
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to TX cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Joseph's Villa Foundation	VA	\$438,996	Former Ceo	\$32,616	\$32,412	2023
Suncoast Charities For Children Inc	FL	\$460,955	Executive Director	\$128,480	\$120,659	2024
Penick Village Foundation Inc	NC	\$409,111	Ceo	\$37,613	\$38,852	2024
New Start Housing Partners Inc	FL	\$484,171	President	\$72,500	\$68,087	2024
Winter Walk Inc	MA	\$485,731	Executive Di	\$22,000	\$19,763	2024
Bhi Foundation Inc	IN	\$488,933	Director & President/ceo	\$47,926	\$52,018	2023
Bridge Support Corporation	CA	\$393,161	President	\$47,242	\$41,985	2023
Home Builders Association Of Greater Lansing	MI	\$391,568	Ceo	\$100,922	\$107,212	2023
Community Technology Alliance	CA	\$377,513	Ceo	\$61,538	\$54,691	2023
Triad Properties	CA	\$516,795	Executive Director	\$5,400	\$4,661	2024
Housing Action Coalition Of Waukesha County Inc	WI	\$518,413	Executive Director	\$40,031	\$41,794	2024
Disrupt Gives	TX	\$351,505	Advocacy Executive Director	\$57,124	\$57,124	2024
Trees Of Hope	TX	\$544,506	Executive Director	\$52,500	\$54,051	2023
Faithworks Inc	VA	\$329,503	President	\$30,000	\$28,957	2024
Kingswood Senior Living Community	MO	\$618,299	Foundation Director	\$895	\$948	2024
Community Housing Fund	OR	\$618,552	Executive Dir.	\$138,779	\$128,838	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Opportunity Link Inc	MT	\$634,779	Executive Director	\$98,768	\$106,433	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to TX cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$948–\$128,838; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$443,368); for reference, expenses \$305,333 and assets \$16,520,321.
ROLE MATCH	Mike Nellis, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Mike Nellis) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (L12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,570 is reasonable (approximately the 18th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.